

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Department of the Interior			For period covering October 1, 2015 to September 30, 2016		
PART A Department or Agency Identifying Information	1. Agency		Department of the Interior		
	1.a. 2nd level reporting component				
	1.b. 3rd level reporting component				
	1.c. 4th level reporting component				
	2. Address		1849 C Street, N.W.		
	3. City, State, Zip Code		Washington District of Columbia 20240		
	4. Agency Code	5. FIPS code(s)	IN		
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				53732
	2. Enter total number of temporary employees				16435
	3. Enter total number employees paid from non-appropriated funds				0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				70167

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PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Agency Head	Secretary Sally Jewell	
	2. Agency Head Designee	Principal Deputy Assistant Secretary- Policy, Management and Budget Kristen Sarri	
	3. EEO Director	Director, Office of Civil Rights John Burden	
	4. Affirmative Employment Manager		
	5. Complaint Processing Manager	Chief, Employment Complaints and Adjudication Division Tanisha Edmonds	
	6. Other EEO Staff	Chief, Public Civil Rights Division Sloan Farrell	
	7. MD-715 Preparer	Social Science Research Analyst Kimberly Ly	
	8. Diversity and Inclusion Officer		
	9. Disability Special Emphasis Program Manager		
	10. Hispanic Special Emphasis Program Manager		
	11. Women's Special Emphasis Program Manager		
	12. Anti-Harassment Program Manager		
	13. Reasonable Accommodation Program Manager		

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PART D List of Subordinate Components Covered in This Report		Subordinate Component and Location (City/State)	
		Office of the Secretary, Washington/DC	IN01 01
		Bureau of Land Management,	IN 05
		Bureau of Reclamation, Washington/DC	IN 07
		Fish and Wildlife Service, Washington/DC	IN 15
		Bureau of Indian Affairs, Washington/DC	IN 06
		Bureau of Ocean Energy Management,	IN 27
		National Park Service, Washington/DC	IN 10
		Office of Surface Mining, Washington/DC	IN 22
		Bureau of Safety and Environmental	IN 26
		Geological Survey, Washington/DC	IN 08

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior	For period covering October 1, 2015 to September 30, 2016	
EXECUTIVE SUMMARY		
<p>1. Introduction</p> <p>The mission of the U.S. Department of the Interior (DOI or Department) is to protect and manage the Nation's natural resources and cultural heritage; provide scientific and other information about those resources; and honor its trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities. DOI currently employs more than 70,000 employees dispersed amongst its nine (9) bureaus with an array of occupations ranging from Acquisitions, Emergency Response, Geophysicists, to Park Rangers.</p> <p>The following Management Directive 715 (MD-715) Report and Plan demonstrates support for building and sustaining a Model EEO Program and provides details on the EEO and diversity and inclusion approach undertaken by DOI. The foundation of this approach is the continuous collaborative development of diversity and inclusion strategies throughout the year, rather than merely placing emphasis on a year-end report or special emphasis activities. We recognize that collaboration is essential for the leadership, stakeholders, and partners who are working towards enhancing representational diversity, building a culture and climate of inclusion, and developing and sustaining a model EEO program. In FY2015, the DOI MD-715 Report and Plan demonstrated continued progress in addressing deficiencies identified during the self-assessment. Specifically, DOI has made measurable strides in achieving the six essential elements of a model EEO Program.</p> <p>2. Trends in EEO and Diversity and Inclusion Data</p> <p>Current data indicators and trends on the federal workforce provided in the U.S. Equal Employment Opportunity Commission (EEOC) report titled American Experiences versus American Expectations (retrieved from http://www.eeoc.gov/eeoc/statistics/reports/american_experiences/) noted that Women, Hispanics, Asians, and Blacks lag behind Whites in the federal workforce in managerial and official positions compared to census data benchmarks. Additionally, the U.S. EEOC complaints data demonstrate a continued presence of stigma and discrimination trends in the workplace based on sex, disability status, and identification as sexual and gender minorities (lesbian, gay, bisexual, transgender, and gender non-conforming individuals). A snapshot of DOI workforce demographics, complaints trends, and Federal Employee Viewpoint Survey (FEVS) data shows workforce patterns similar to the EEOC's trends for the overall federal government.</p> <p>A. DOI Workforce Summary Data</p> <p>This section contains a summary of the workforce analyses conducted as part of the MD-715 Report and Plan. Detailed breakouts can be found within the appendices. In order to adequately examine the workforce, DOI uses data from the Census Bureau as comparators where appropriate. The overall civilian labor force (CLF) benchmarks referenced in this report consist of U.S. citizens, age 16 or older, who are employed or seeking employment and are not in the military or institutionalized. The relevant civilian labor force (RCLF) is an occupation specific subset of the CLF. Comparisons between DOI data and the RCLF allow DOI to more definitively identify potential barriers to EEO and provide key decision makers with relevant and useful information about the state of the Department.</p> <p>DOI's total workforce included 70,167 employees as of September 30, 2015; 53,732 were permanent employees and 16,435 were temporary employees. The FY2015 participation rates of populations based on race, ethnicity, sex, and disability showed that DOI's largest race/ethnicity group was White at 73.4%, followed by American Indian/Alaska Native at 13.0%, Hispanic/Latino at 5.6%, Black/African American at 4.9%, Asian at 2.3%, and Native Hawaiian /Other Pacific Islander at 0.6%. The participation rates based on sex were 59.9% male and 40.1% female. Of the total workforce, 86.3% self-identified as having no disability, 8.1% reported having a disability, 5.6% failed to self-identify, and 1.0% reported having a targeted disability.</p> <p>DOI also compares its workforce data to the CLF and RCLF to determine which, if any, groups have a lower than expected participation rate within DOI. DOI's FY2015 workforce representation data shows lower than expected participation rates among Hispanic males and females, White females, African American/Black males and females, Asian males and females, and males and females of two or more races. DOI's FY2015 workforce representation data shows a higher than expected participation rate among White males, American Indian/Alaska Native males and females, and Native Hawaiian/Pacific Islander males and females.</p> <p>B. DOI EEO Complaint Trends (Data for the top five bases and top five issues)</p> <p>In FY2015, most of the formal filed EEO complaints were based on claims of reprisal, disability, sex, race, and national origin. Common issues raised in the formal filed EEO complaints were harassment (non-sexual), promotion/non-selection, assignment of duties, evaluation/appraisal, and terms and conditions of employment. The OCR will continue to collaborate with leadership</p>		

and Bureaus EEO Officials to address these trends through training and other measures.

As stated in the DOI Strategic Plan for Fiscal Years 2014 – 2018, our vision for a 21st Century DOI includes a highly skilled and engaged workforce that reflects the diversity of the Nation and ensures that the Department achieves its mission area goals. Success will be assessed through the Best Places to Work rating that is based on the Federal Employee Viewpoint Survey. This measure is strategic, comprehensive, and a nationally recognized measure of the quality and satisfaction of the workforce.

DOI's Inclusive Workplace Strategy is aimed at establishing an agency that ensures no one is shut out or left behind. Our goal is to make the Department the best place to work in America, where all of our employees are respected, quality of work life is valued, and everyone achieves their potential.

In pursuit of this goal, five primary strategies were employed in FY2015 to target:

Transforming workforce diversity training and education from anti-discrimination compliance policy to a talent optimization and organization development platform;

Increasing recruitment capacity by instituting a Department of the Interior Student Ambassador Program that utilizes DOI interns as recruitment and outreach emissaries on college campuses to increase familiarity with the Department's mission, programs, and employment and career opportunities;

Instituting effective internal and external communication strategies to publicize the Department of the Interior's commitment to establishing and sustaining an inclusive workplace;

Focusing on culture change and positioning EEO and diversity and inclusion as mission critical imperatives; and

Placing accountability squarely on the shoulders of leadership through requirements to institute recruiting, hiring, and promotion procedures that are based on merit and do not deliberately or inadvertently exclude anyone from competing for positions.

4. DOI's FY2015 efforts to implement the six essential elements, as described by MD-715, necessary to create and maintain Model EEO and Diversity and Inclusion Programs resulted in the following noteworthy achievements:

Element One – Demonstrated Commitment

As the following examples will attest, DOI leadership continues to demonstrate a commitment to the EEO Program in words and deeds.

Secretary Jewell, assistant secretaries, deputy assistant secretaries, bureau directors, and senior executives routinely attend and participate in Special Emphasis Program events. Their engagement in these events has increased attendance at the events exponentially;

Bureau, regional, state, and office directors invested \$416K to provide FranklinCovey's Championing Diversity workshop to their managers, supervisors, and non-supervisory employees;

Bureau, regional, state, and office directors invested \$318K to train 212 new Diversity Change Agents;

Managers and supervisors allocated \$165K to launch the fourth year of the highly successful DOI Student Ambassador Program. The Ambassadors have reached over 17,000 students, increased student knowledge of DOI's opportunities from 27% to 92%, increased student interest in the Department's opportunities from 43% to 83%, and increased student likelihood to apply for opportunities at the Department from 40% to 85%;

DOI approved a \$225K unfunded requirement and awarded a contract to create a live-action interactive video simulation, which will be used to deliver EEO, No FEAR Act, and diversity and inclusion training;

DOI approved all of the required resources to conduct a full-scale barrier analysis

DOI established and hired the first-ever Social Science Research Analyst (GS-0101) within the Office of Civil Rights. The incumbent applies statistical/quantitative techniques to develop statistical evidence of EEO and diversity and inclusion challenges, opportunities, and performance outcomes;

DOI established two additional positions in the Office of Civil Rights and hired two Presidential Management Fellows who are high-performing law school graduates .

Element Two – Making EEO an Integral Part of the Agency's Strategic Mission

The DOI Strategic Plan for Fiscal Years 2014 – 2018 clearly communicates the urgent need to build a 21st Century Department of the Interior. Goal #1 is to build a 21st Century Workforce. The plan states, in part, "DOI's vision for a 21st Century includes a highly skilled and engaged workforce that reflects the diversity of the Nation and ensures that the Department achieves its mission area goals."

Effective October 20, 2014, Secretary Jewell appointed the DOI Chief Diversity Officer/Director, Office of Civil Rights to the Executive Resources Board (ERB). The ERB has a prominent role in determining the executive resources needs of the Department's bureaus and offices. While overseeing the management of executive resources to include Senior Executive Service, Senior Level, and Scientific and Professional positions, the ERB retains final approval for all aspects of these programs including position establishment, recruitment, qualification requirements, selection, pay setting, performance appraisals and

awards, executive development, Presidential Rank Awards, and all other recognition. The ERB is generally chaired by a key senior official (such as the Deputy Secretary or Chief of Staff to the Secretary).

The Chief Diversity/Director, Office of Civil Rights not only capitalizes on alliances that he has built across bureaus and offices to effectively deal with organizational hurdles that often inhibit collaboration, but also promotes collaboration throughout DOI regions regardless of bureau/office affiliation and increases knowledge of the value of the EEO Program;

The Chief Diversity Officer/Director, Office of Civil Rights and his senior staff are frequently requested to lead EEO and diversity and inclusion strategic planning discussions with bureau executive leadership teams and regional managers and supervisors;

The Chief Diversity Officer/Director, Office of Civil Rights has a regular and effective means of informing Secretary Jewell and other top management officials of the effectiveness, efficiency, and legal compliance of DOI's EEO program.

Element Three – Ensuring Management and Program Accountability

DOI established a highly sought-after EEO Mobile Training Team in FY2015. The Team successfully guides managers and supervisors to understand that their career acceleration may hinge on how well they implement EEO and diversity and inclusion principles. Through these highly effective training and strategic planning sessions, the Office of Civil Rights has expanded networks and built alliances to foster productive relationships and acquired a more in-depth understanding of the various EEO and diversity and inclusion concerns confronting our leaders;

All DOI Senior Executives have the following performance element: Diversity Advocacy and EEO: Promotes an inclusive workplace, recognizing differences and varied perspectives; is a role model for inclusion, acceptance, and accountability; provides fair and equitable recognition and equal opportunity, and promptly and appropriately addresses allegations of harassment or discrimination. Demonstrates a commitment to equal employment opportunity and implements the EEO and affirmative employment goals. Makes employment decisions without regard to sex, race, color, national origin, religion, age, disability, sexual orientation or identification, prior participation in the EEO process, or any other non-merit reason. Ensures subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise and promote a diverse workforce. Actively supports policies on anti-harassment and reasonable accommodation;

Most DOI Senior Executives have assigned the aforementioned performance element to all of their managers and supervisors.

Element Four – Proactive Prevention of Unlawful Discrimination

DOI awarded a \$225K contract to develop a course that is structured as a live-action interactive video simulation wherein the user is the leading character in nine distinct vignettes. Often, the only way people learn proactive, positive responses to real-life challenges is through real-life experiences. By using a live-action interactive video simulation approach, DOI aims to provide all of its managers, supervisors, and non-supervisory employees with an opportunity to practice decision making in different simulated situations and learn how to address antidiscrimination and whistleblowing issues by: recognizing and managing their rights and responsibilities regarding anti-discrimination, whistleblowing, and diversity and inclusion; exploring positive and effective ways to respond to real-life stresses, conduct, and performance situations; enhancing interpersonal communication skills and strategies; and increasing an understanding of the importance of building a 21st Century DOI that reflects the diversity of America;

DOI launched the first phase of its first-ever full-scale barrier analysis project, which involved EEOC facilitators conducting a train-the-trainer session for 35 team members. The team members in turn provided a 2-day training course and tools to project leads and bureau and Office of the Secretary project teams across DOI. More than 100 employees, including managers and supervisors, were trained in FY2015.

Element Five – Efficiency

DOI fully implemented the iComplaints EEO case management software and, as a result, DOI has the capability to effectively manage the EEO process, manage EEO complaints, and accurately generate the Form 462 annual report. For the first time since purchasing the iComplaints software in FY2006, DOI has accurate and current EEO data and information;

DOI attained the following noteworthy achievements in FY2015: the Departmental EEO timely issued Final Agency Decisions (FADs) rate was improved from 2.5 percent in FY2014 to 70 percent in FY2015 (66 timely issued FADs surpassed the combined total of timely issued FADs for the previous 15 years); the Office of the Secretary timely issued FAD rate was increased from zero percent to 90 percent; the percentage of timely Office of the Secretary EEO investigations was increased from 54 percent to 90 percent; and the Department submitted to the EEOC a timely and accurate annual EEO statistics Report 462 for the first time in more than 25 years;

DOI established a dedicated Compliance Unit in the Office of Civil Rights that reports directly to the Chief Diversity Officer/Director. DOI now consistently ensures timely and complete compliance with orders from the EEOC and other adjudicatory bodies, as well as implementation of the provisions of settlement agreements.

Element Six – Responsiveness and Legal Compliance

Since establishing the Compliance Unit in the Office of Civil Rights, DOI has responded to EEOC directives and orders, including final orders contained in administrative decisions, in accordance with instructions, time frames, and deadlines; and

Since establishing the Compliance Unit in the Office of Civil Rights, DOI has similarly complied with orders and directives of other adjudicatory bodies with concurrent jurisdiction over the EEO laws.

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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Director, Office of Civil Rights John Burden am the

(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official for Department of the Interior

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Agency Head or Agency Head Designee

Date

Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
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Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
The Agency Head was installed on _____ The EEO policy statement was issued on _____ Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?					
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.					
Are new employees provided a copy of the EEO policy statement during orientation?					
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?					
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?					
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?					
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]					

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Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:					
resolve problems/disagreements and other conflicts in their respective work environments as they arise?					
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?					
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?					
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?					
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?					
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?					
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?					
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?					
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.					
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?					
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?					

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.						
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Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)						
Are the duties and responsibilities of EEO officials clearly defined?						
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?						
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?						
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting						
If not, please describe how EEO program authority is delegated to subordinate reporting components.						
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?						
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?						
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections						

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Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?					
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]					
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure					
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?					
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?					
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently					
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204					
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204					
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709					
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?					
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	

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Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems				
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)				
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?				
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?				
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?				
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?				
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]				
Is there sufficient funding to ensure that all employees have access to this training and information?				
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?				
to provide religious accommodations?				
to provide disability accommodations in accordance with the agency's written procedures?				
in the EEO discrimination complaint process?				
to participate in ADR?				

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.						
Department of the Interior		For period covering October 1, 2015 to September 30, 2016				
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?						
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?						
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?						
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?						
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?						
Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?						

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Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?				
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?				
If so, cite number found to have discriminated and list penalty /disciplinary action				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?				
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??				

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.						
Department of the Interior		For period covering October 1, 2015 to September 30, 2016				
Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?						
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?						
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?						
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?						
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?						
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?						
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?						
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?						
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Are all employees encouraged to use ADR?						
Is the participation of supervisors and managers in the ADR process required?						

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.						
Department of the Interior		For period covering October 1, 2015 to September 30, 2016				
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.						
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?						
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?						
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?						
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?						
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?						
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.						
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?						
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?						
Does the agency hold contractors accountable for delay in counseling and investigation processing times?						
If yes, briefly describe how:						
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?						

Department of the Interior		For period covering October 1, 2015 to September 30, 2016			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?					
Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?					
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?					
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?					
Does the agency complete the investigations within the applicable prescribed time frame?					
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?					
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?					
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?					
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?					
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?					
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?					
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?					

Department of the Interior		For period covering October 1, 2015 to September 30, 2016			
Does the agency ensure that the responsible management official directly involved in the dispute does not have settlement authority?					
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the					
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102					
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?					
Do the agency's EEO programs address all of the laws enforced by the EEOC?					
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?					
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?					
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?					
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO					
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?					
Does the agency discrimination complaint process ensure a neutral adjudication function?					

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.						
Department of the Interior		For period covering October 1, 2015 to September 30, 2016				
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative						
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.						
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?						
Are procedures in place to promptly process other forms of ordered relief?						
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?						
If so, please identify the employees by title in the comments section, and state how performance is measured.						
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?						
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.						
Have the involved employees received any formal training in EEO compliance?						

Department of the Interior	For period covering October 1, 2015 to September 30, 2016			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?				
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?				
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?				
Compensatory Damages: The final agency decision and evidence of payment, if made?				
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?				
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s				
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.				
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).				
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.				
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.				
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.				
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.				

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

EEOC FORM 715-01 PART H-1		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Four : Proactive Prevention Barrier Identification and Elimination		
OBJECTIVE:	Uncover, examine and remove barriers to equal participation at all levels of the workforce.		
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights; Director, Office of Human Resources; Director, Office of Strategic Employee and Organizational Development; Director, Office of Safety and Health; Bureau EEO Offices and HR Offices		
DATE OBJECTIVE INITIATED:	07/01/2015		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2017		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:			
Assess success of the plan, track progress, and hold key management officials accountable, conduct periodic re-assessments to discover if plan needs adjusting. TARGET DATE: 07/22/2015			
Create action plan to address barrier causes, determine if barriers are job-related and consistent with business necessity. If not, develop plan to eliminate barrier. Consider modifications where barriers are job-related, report plan and progress in annual MD-715 Report. TARGET DATE: 07/22/2015			
Investigate potential barriers to pinpoint actual barriers. TARGET DATE: 08/03/2015			
Analyze workforce data for mission critical occupations to identify potential barriers. TARGET DATE: 08/03/2015			
Develop barrier analysis project plan. TARGET DATE: 07/22/2015			
Provide barrier analysis training for project leads and bureau and Office of the Secretary Project Teams (starting training in July 2015). TARGET DATE: 07/22/2015			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
In FY 2015, DOI launched the first phase of its first-ever full-scale barrier analysis project, which involved EEOC facilitators conducting a train-the-trainer session for 35 team members. The team members in turn provided 2-day training courses and barrier analysis tools to project leads and bureau and Office of the Secretary project teams across DOI. More than 100 employees, including managers and supervisors were trained in FY 2015.			

EEOC FORM 715-01 PART H-2		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Element One: Demonstrated Commitment from Agency Leadership Was the EEO policy Statement issued within 6-9 months of the installation of the Agency Head? During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? The EEO and Anti-Harassment statement policies have not been issued by the Agency Head.	
OBJECTIVE:		Ensure written policies exist, and are disseminated DOI-wide, that expresses commitment to creating and maintaining a workplace free of discrimination and harassment.	
RESPONSIBLE OFFICIAL:		Secretary of Interior; Director, Office of Civil Rights (OCR); Director, Office of Human Resources (OHR); Office of the Solicitor (SOL); Office of Communications (OCO); Bureau Heads, Bureau EEO and HR Offices	
DATE OBJECTIVE INITIATED:		01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		12/31/2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:			
Post EEO and Anti-Harassment policies on the DOI website. TARGET DATE: 09/30/2014			
OCR, OHR, OCO, Bureau Heads, and Bureau EEO and HR offices will disseminate the new policies throughout the Department. TARGET DATE: 09/30/2014			
Issue the EEO and Anti-Harassment policy statements to new supervisors upon appointment. TARGET DATE: 09/30/2014			
Issue the EEO and Anti-Harassment policy statements during new employee orientation training. TARGET DATE: 09/30/2014			
Secretary will issue new EEO and Anti-Harassment policies that meets EEOC requirements. TARGET DATE: 09/30/2014			
The draft EEO and Anti-harassment policy statements are currently in the review and clearance process. The draft statements: 1) covers non-sexual harassment and sexual harassment; 2) provides employees and applicants with multiple avenues for filing complaints alleging harassment; and 3) notifies employees and applicants for federal employment that claims of harassment will be kept confidential to the extent possible. TARGET DATE: 09/30/2014			
OCR will monitor the vetting process of the updated EEO and Anti-Harassment policies statement to ensure that it is issued in FY 2016. TARGET DATE: 09/30/2014			
Post EEO and Anti-Harassment posters throughout common areas Department-wide. TARGET DATE: 09/30/2014			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

Last year's planned activities to issue the EEO and Anti-Harassment policies were not accomplished by the original target date, due to competing priorities. Accordingly, target dates have been modified to Fiscal Year 2016. Once DOI issues the new policy statements, the Department will provide refresher training its managers and supervisors and ensure the statements are available to employees and applicants for employment.

EEOC FORM 715-01 PART H-3		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Element Five: Efficiency. Requires that the agency Head ensures that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process. Time frame to conduct investigations exceeded established guidelines in FY 2015.	
OBJECTIVE:		To ensure that EEO investigations are consistently completed within the time frames prescribed by EEOC MD 110 and 29 C.F.R. Part 1614.	
RESPONSIBLE OFFICIAL:		Director, Office of Civil Rights; Bureau EEO Directors; Employment Complaints and Adjudication Division (ECAD) Chief, Bureau Heads, Bureau EEO and HR Offices	
DATE OBJECTIVE INITIATED:		10/1/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:			
Coordinate with Bureaus to develop streamlined review processes to expedite issuance of Report of Investigations (ROI). TARGET DATE: 09/30/2014			
OCR will ensure available professional training and certification for EEO counselors. TARGET DATE: 09/30/2014			
OCR will develop and implement management control procedures to improve the timeliness of EEO counseling. TARGET DATE: 09/30/2014			
OCR will develop and implement management control procedures to improve the timeliness of complaint investigations. TARGET DATE: 09/30/2014			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

The Employment Complaints and Adjudication Division (ECAD) created and launched an innovative google website, named the Employment Complaints and Adjudication Division Resource Center. The google website was developed for senior EEO officials and over 100 equal employment opportunity (EEO) practitioners across the Agency as a one-stop resource for complaints adjudication and processing policy, guidance, legal authority, samples and templates. The google website significantly improved access to and visibility of the Division staff and enhanced the Division's role in providing technical advice, guidance and assistance to Bureau and Office of the Secretary EEO practitioners on complaints processing and adjudication. The google website has been widely praised and touted by the Office of Civil Rights Director and senior EEO officials and practitioners throughout the Agency. Since the launch of the website in January 2015, the site has been viewed over 2000 times. ECAD has already begun putting a process in place which includes weekly updates of all information in the electronic tracking system (iComplaints), which is reported weekly via written status reports and during bi-weekly staff discussions. ECAD hosted iComplaints user update training for EEO personnel across the Department. These sessions created an opportunity for Bureaus EEO personnel to enhance their knowledge and effective use of this comprehensive tracking and reporting system. It was well received by participants, resulting in more accurate data input and also enabling Bureaus EEO personnel to better utilize the system's advanced reporting features. The Department submitted to EEOC a timely and accurate annual EEO statistical report (EEOC FORM 462) for the first time in more than 25 years.

ECAD coordinated with Bureaus to revise the EEO complaint processing procedures. This coordination effort allowed DOI and Bureaus to review and revise procedures regarding EEO investigations focusing on the timeliness of conducting investigations, reviewing and issuing EEO reports of investigations. The revised complaint procedures were issued in FY 2015. The investigative guidelines were reviewed by the ECAD Chief, and clarified with representatives of the Bureaus EEO personnel. Investigative procedures and guidelines were communicated to EEO/HR practitioners and Bureaus representatives during the FY 2015. These efforts resulted in an incremental but steady increase in the timely processing of complaints. Also, the Department timely issued Final Agency Decisions (FADs) rate was improved from 2.5 percent in FY2014 to 70 percent in FY 2015.

The technical competence of EEO professionals has significantly improved in FY 2015. OCR requested and attained approval for an OCR Technical Training Symposium that brought more than 100 EEO practitioners, HR professionals, DOI Bureau Deputy Directors, SOL and more than 20 expert trainers to US Fish and Wildlife Service's National Conservation Training Center (NCTC) in Shepherdstown, West Virginia. This course was well received by participants and its effectiveness reflected in an increase in the timely processing of EEO complaints in FY 2015 when compared to FY 2014.

OCR attained unfunded requirement approval (\$225K) and contracting award to create a live-action interactive video simulation that has been shown to help users retain learning content while improving individual decision-making and performance. This product will give DOI the capability to combine 3 mandatory training requirements (EEO, Diversity, No FEAR Act), which will lessen the time employees spend on training and positively impact productivity.

OCR has begun to put in place a process for reporting deficiencies on contract firms that fail to meet counseling and investigative timelines.

EEOC FORM 715-01 PART H-4	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Element Five: Efficiency Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions? The department does not have a standardized system and procedures for tracking applicant flow data (AFD). Integrate applicant flow data with DOI's MD 715 reporting system. Currently Tables A/B 8, 9, 11, and 12 are lacking AFD as required by EEOC.	
OBJECTIVE:	Expand and clarify the data collection process in order to allow DOI to perform accurate and comprehensive analyses in the future.	
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights (OCR); Director, Office of Human Resources (OHR); Director, Interior Business Center (IBC); Director, Office of Strategic Employee and Organizational Development (OSEOD); Bureau EEO and HR Offices	
DATE OBJECTIVE INITIATED:	06/13/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		

IBC will conduct training for the EEO users of OBIEE system. TARGET DATE: 09/30/2014
Interior Business Center (IBC) will implement the Oracle Business Intelligence Enterprise Edition (OBIEE) system, which will provide more effective and efficient capture and reporting of data. TARGET DATE: 09/30/2013
Establish and implement an effective process to track and analyze the Agency's recruitment efforts. TARGET DATE: 09/30/2014
Collaborate with Office of Personnel Management (OPM) to receive and analyze USAJOBS applicant data. TARGET DATE: 09/01/2014
Collaborate with the Monster Hiring System to receive and analyze applicant data. TARGET DATE: 09/01/2014
Benchmark the practices at other agencies for obtaining applicant flow data. TARGET DATE: 09/30/2014
Develop consensus within DOI for implementing a centralized applicant flow and recruitment data system. TARGET DATE: 09/30/2014
Develop consensus within DOI for implementing a centralized applicant flow and recruitment data system. TARGET DATE: 09/30/2014
Advocate for funding to purchase and build out the system using a phased approach. TARGET DATE: 09/30/2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
Uniform and consistent capture of applicant flow data continued to be a challenge for the Department in FY 2015. Among the ten bureaus, six utilize USA OPM Staffing and four utilize Monster as their hiring management systems. To address this challenge for the bureaus that use USA OPM Staffing, the Department initiated a memorandum of understanding (MOU) with OPM USA Staffing for capture and reporting of applicant flow data (AFD) in FY 2014. Bureaus that have individual contracts with Monster were instructed to work with Monster to ensure procedures are put in place to capture applicant flow data. Four of ten Bureaus were able to provide complete or partial applicant, selection, and career developmental data. Full implementation is expected in FY 2018.

EEOC FORM 715-01 PART H-5		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Element Two: Making EEO an Integral Part of the Agency's Strategic Mission Is the EEO Director under the direct supervision of the Agency Head? [see 29 CFR §1614.102(b)(4)]	
OBJECTIVE:		Ensure sufficient resources are allocated to the EEO program to ensure program operates efficiently and effectively to identify and eliminate barriers to equality of opportunity.	
RESPONSIBLE OFFICIAL:		Secretary of Interior; Principle Deputy Assistant Secretary for Policy, Management and Budget, Deputy Assistant Secretary for Human Capital & Diversity, Director, Office of Civil Rights	
DATE OBJECTIVE INITIATED:		04/12/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:			
Maintain a reporting structure that provides the agency's EEO director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency and legal compliance of the agency's Title VII and Rehabilitation Act programs. TARGET DATE: 09/30/2013			
Develop a plan to ensure the DOI's Civil Rights Director will deliver future briefings directly to the Deputy Secretary and Assistant Secretary, and Assistant Secretary Policy, Management and Budget and Chief Financial Officer. TARGET DATE: 09/30/2013			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
In FY 2015, the Civil Rights Director continued to report to the Deputy Assistant Secretary for Human Capital and Diversity and has complete access to the agency head and senior management officials. Together with the direct access reporting structure, the presentation of the state-of-the-agency briefing directly to the agency head and agency executive leadership is a key component of ensuring integration of EEO into the agency's strategic mission.			

EEOC FORM 715-01 PART I-1		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Lower than expected participation rate of Individuals with Targeted Disabilities (IWTD) in the total workforce and in promotions to higher level positions. The participation rate of IWTD in the DOI's workforce was less than 1% in FY 2015.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		<u>EEOC Table B1:</u> The participation rate for IWTD was 1% which is below Federal Goal of 2%. <u>EEOC Table B6:</u> There were few IWTD in the Environmental Protection Specialist (0028), Security Guard (0085), Range Technician (0455), Forestry Technician (0462), Petroleum Engineering Technician (0802), Petroleum Engineering (0881), Geophysics (1313), Hydrology (1315), Geology (1350), Gen Inspect, Investigation, Enforce, & Compliance (1801), Criminal Investigating (1811), and Dispatching (2151). There were no IWTD in the Security Administration (0080). <u>EEOC Table B8:</u> Only 47 (1%) qualified applicants with IWTD was hired in FY 2015. <u>EEOC Table B11:</u> Only 5 (1.4%) qualified IWTD was internally selected for mid/senior level (GS 13/14, GS-15, and SES) positions during the review period. <u>EEOC Table B14:</u> 66 (1.4%) IWTD separated from the agency (65 were voluntary separations 1 was involuntary). An analysis of EEOC Workforce Data Tables B1, B6, B8, B11, and B14 revealed the triggers, which require further evaluation to determine if there are potential barriers to EEO for IWTD.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		A review of workforce Table B indicates group is below the CLF, the Federal Goal, and DOI hiring goals.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Increase the representation of Individuals with Targeted Disabilities (IWTD) to bring parity to the workforce	
RESPONSIBLE OFFICIAL:		Director, Office of Human Resources; Director, Office of Civil Rights; EEO and HR Officers; Directors and Office Heads; Managers and Supervisors	
DATE OBJECTIVE INITIATED:		09/30/2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2018	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Explore recruiting strategies through state vocational centers, the Departments of Defense and Labor's Workforce Recruitment Programs, the Operation Warfighter and Wounded Warrior programs, and Paralyzed Veterans of America.	09/30/2018	
Train managers and supervisors to insure they are aware of how the Schedule A hiring authority is used by the DOI to hire persons with severe disabilities and their role in the recruitment and hiring process.	09/30/2018	
Develop strategies to retain IWTD including training, use of centralized funds to provide reasonable accommodations, increasing access to appropriate accessible technologies, and ensuring accessibility of physical and virtual work spaces.	09/30/2018	
Survey DOI workforce to determine if there are changes in the disability status of employees.	09/30/2018	
Survey disability organizations at universities near the DOI regional and state offices to obtain information that will improve recruitment of applicants with disabilities.	09/30/2018	
Evaluate the career advancement opportunities for IWTD in the major/mission critical occupations.	09/30/2018	
Develop strategies to increase successful return-to-work outcomes for employees who sustain work-related injuries and illnesses as defined under the Federal Employees' Compensation Act.	09/30/2018	
OCR will review applicant flow data when they become available to identify trends regarding IWTD.	09/30/2018	
OCR will identify any triggers from the above sources and investigate them.	09/30/2018	
Promote the Computer/Electronic Accommodation Program (CAP)	09/30/2018	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>DOI is dedicated to providing full and continuing employment opportunities, internship opportunities, advancement potential, and reasonable accommodations to IWTD and disabled veterans, especially 30% or more disabled veterans. In addition to providing full consideration for announced positions, DOI will seek to hire IWTD and disabled veterans using authorized special appointment authorities and targeted recruitment efforts. OHR will continue to promote the use of Schedule A hiring authority and will encourage all hiring managers to review qualified Schedule A applicants for all positions prior to the on-line publication of the vacancy.</p> <p>OCR will continue to make concrete steps to strengthen its approach to Section 508 and 504 compliance. The OCR Public Civil Rights Program (PCR) began a collaborative relationship with the Navy Expeditionary Combat Command (NECC) and the National Park Service (NPS) to make National Parks and recreation sites more accessible to individuals with disabilities. This is particularly important in light of the fact that the DOI must ensure that employees and members of the public are fully able to participate in events and recreation activities at the National Parks and public lands.</p> <p>DOI Office of Accessible Systems & Technology team demonstrated a variety of assistive technology products (ergo keyboards, smart phones, tablets, PCs and e-readers) at the DOI FY 2015 Multicultural Day event. It improved access to and visibility of the program.</p>		

EEOC FORM 715-01 PART I-2		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Lower than expected participation rate for women in the overall workforce compared to Civilian Labor Force (CLF).	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		The high participation rate of women in administrative support occupations create a promotion ceiling for most DOI female employees at GS 1-11 and impact the feeder pool of eligible women candidates for promotion to senior grades. The workforce current snapshot trend data by Federal Personnel Payroll System (FPPS) were used to determine contributing factors. In addition to the FPPS, DOI also evaluated EEO complaint trends and the Federal Employee Viewpoint Survey (FEVS)	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		An analysis of EEOC Tables A3-1, A4-1, A6, A7, A8, A10, A11 and A14 revealed the conditions listed above.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		To determine if there are potential barriers that limits the career advancement of females. To ensure the selection process is valid and fair for all employees.	
RESPONSIBLE OFFICIAL:		Director, Office of Civil Rights (OCR); Director, Office of Human Resources (OHR); Director, Office of Strategic Employee and Organizational Development (OSEOD); Bureau EEO and HR Offices	
DATE OBJECTIVE INITIATED:		10/01/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2018	
EEOC FORM 715-01 PART I-2		EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Conduct statistical analyses to determine if any combination of factors emerge as significant predictive factors in participation in senior level positions.		10/01/2015	
The MD-715 Barrier Analysis Team will focus on the low participation rates for minorities, women, and Individuals with Targeted Disabilities (IWTD) in senior level positions to identify and formulate a plan to identify the root causes associated with the data in this trigger.		10/01/2015	

Based on above analysis, identify the training/developmental needs of feeder pools for senior level positions and strongly encourage these employees to update their Individual Development Plans (IDPs), and to complete the necessary training and development activities to increase their chances for advancement.	10/01/2015
Hold DOI Diversity Forum that invites employees to discuss: 1) why they feel the aforementioned groups have participation rates below the CLF; 2) potential barriers to EEO for these groups; 3) possible reasons why groups with lower than expected participation rates are separating from the Agency; 4) suggestions to increase their participation rates; 5) retention incentives that should be implemented to create and sustain a 21st Century workforce that reflects the diversity of the Nation; and 6) employee satisfaction.	10/01/2015
Identify areas in which variations might be occurring between feeder group populations and promotion selectees (skill groups, locations, Bureaus, grade, etc.).	10/01/2015
<p>Conduct Advisory Committee and/or Bureau interviews to obtain information/data to better understand why:</p> <ul style="list-style-type: none"> • Certain groups apply and are selected for senior level positions • Certain groups apply and referred for further consideration, but are not selected for senior level positions • Certain groups apply, but are not referred for further consideration for senior level positions <p>Certain groups do not apply for senior level positions</p>	10/01/2015
Review the experience, educational level, participation in career development programs of employees who were selected for senior level positions to determine the key assets these individuals possessed that facilitated their advancement into the senior ranks, and to assess if the selection process was valid and fair.	10/01/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
This is a new plan therefore we have no accomplishments to report.	

EEOC FORM 715-01 PART J		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted							
Department of the Interior			For period covering October 1, 2015 to September 30, 2016						
PART I Department or Agency Information	1. Agency	1. Department of the Interior							
	1.a. 2nd Level Component	1. a.							
	1.b. 3rd Level or lower	1. b.							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	54033	100%	53732	100%	-301	-0.6 %		
	Reportable Disability	4558	8.4 %	4521	8.4 %	-37	-0.8 %		
	Targeted Disability*	595	1.1 %	570	1.1 %	-25	-4.2 %		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						0		
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						5		
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
Competitive Promotions	2720	152	5.6 %	15	0.6 %	94	3.5 %	2474	91.0 %
Non-Competitive Promotions	3475	355	10.2 %	49	1.4 %	215	6.2 %	2905	83.6 %
Employee Career Development Programs	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
a. Grades 5 - 12	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
b. Grades 13 - 14	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
c. Grade 15/SES	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
Employee Recognition and Awards	54695	1512	2.8 %	200	0.4 %	1678	3.1 %	51505	94.2 %
a. Time-Off Awards (Total hrs awarded)	416426	31737	7.6 %	4238	1.0 %	12062	2.9 %	372627	89.5 %
b. Cash Awards (total \$\$\$ awarded)	42015075	3215566	7.7 %	333147	0.8 %	1442848	3.4 %	37356661	88.9 %
c. Quality-Step Increase	1643	107	6.5 %	11	0.7 %	39	2.4 %	1497	91.1 %

EEOC FORM 715-01		Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities	
Department of the Interior		For period covering October 1, 2015 to September 30, 2016	
Part IV Identification and Elimination of Barriers		Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.	
Part V Goals for Targeted Disabilities		<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>	
Established a Numerical Goal?		Yes	
Goal		The DOI FY 2015 employment goal for persons with targeted disabilities was 2.0%.	

Strategies	<p>As of September 30, 2015, the Department of the Interiors (DOI) permanent workforce was comprised of 570 individuals with targeted disabilities (IWTD). The participation rate of IWTD is below the Federal Goal of 2.0% at the rate of was 1.1%.</p> <p>As indicated in the table below, there has been little to no change in the participation rates over the past five years for IWTD. The greatest participation rate for IWTD is at the GS-13 and none at the SES level.</p> <p>Grade Level Distribution</p> <table><tr><th></th><th>GS-13</th><th>GS-14</th><th>GS-15</th><th>SES</th></tr><tr><td>% Targeted disabilities FY 2015</td><td>0.8%</td><td>0.7%</td><td>0.1%</td><td>0%</td></tr><tr><td>% Targeted disabilities FY 2014</td><td>0.8%</td><td>0.6%</td><td>0.3%</td><td>0%</td></tr><tr><td>% Targeted disabilities FY 2013</td><td>0.8%</td><td>0.6%</td><td>0.2%</td><td>0%</td></tr><tr><td>% Targeted disabilities FY 2012</td><td>0.8%</td><td>0.6%</td><td>0.5%</td><td>0%</td></tr><tr><td>% Targeted disabilities FY 2011</td><td>0.8%</td><td>0.5%</td><td>0.6%</td><td>0%</td></tr></table> <p>Data Source: Table B4-1: Grade-level Distribution</p> <p>The accession and voluntary separation rate showed very little change of improvement over the past five years.</p> <p>Accessions and Voluntary Separations</p> <table><tr><th></th><th>Accessions</th><th>Separations</th></tr><tr><td>% Targeted disabilities FY 2015</td><td>1.0%</td><td>1.4%</td></tr><tr><td>% Targeted disabilities FY 2014</td><td>1.4%</td><td>1.1%</td></tr><tr><td>% Targeted disabilities FY 2013</td><td>1.5%</td><td>1.3%</td></tr><tr><td>% Targeted disabilities FY 2012</td><td>1.0%</td><td>1.3%</td></tr><tr><td>% Targeted disabilities FY 2011</td><td>0.7%</td><td>2.0%</td></tr></table> <p>Data Sources: Tables B8: New Hires and B14: Separations</p> <p>The DOI will continue to implement the following strategies to increase the participation of IWTD in its permanent workforce:</p> <ol style="list-style-type: none">1)Promote the use of the Schedule A hiring authority to senior leadership and hiring managers as a tool to select qualified applicants with targeted disabilities.2)Encourage IWTD to participate in the Agencys Mentoring Program to facilitate their professional development, and connections with senior leadership and professional networks.3)Conduct focus groups with IWTD to discuss their recruitment, hiring, and career development experiences with the Agency; and evaluate feedback provided in the focus groups to assess their morale and job satisfaction.4)Increase Workforce Recruitment Program (WRP) participation in current programs and leverage developmental programs via internships, Student Pathways and other existing frameworks that provide opportunities for entry level appointments with career potential, e.g. Ancestral Lands Conservation Corps Program (ALCC), VET2FED, and ProRanger.5)Collaborate directly with the employment coordinators and vocational rehabilitation centers to leverage organizational opportunities that bring nonpaid work experience and on-the-job training opportunities to IWTD.6)Continue partnership with Operation Warfighter and other Veterans Support Organizations to bring internship opportunities to wounded warriors across the country by enhancing relationship building with community based wounded warrior units and armed services wounded warrior programs.7)Evaluate career advancement opportunities for IWTD into mission-critical positions and into senior level positions; and prepare them for advancement by providing the necessary training and developmental opportunities.		GS-13	GS-14	GS-15	SES	% Targeted disabilities FY 2015	0.8%	0.7%	0.1%	0%	% Targeted disabilities FY 2014	0.8%	0.6%	0.3%	0%	% Targeted disabilities FY 2013	0.8%	0.6%	0.2%	0%	% Targeted disabilities FY 2012	0.8%	0.6%	0.5%	0%	% Targeted disabilities FY 2011	0.8%	0.5%	0.6%	0%		Accessions	Separations	% Targeted disabilities FY 2015	1.0%	1.4%	% Targeted disabilities FY 2014	1.4%	1.1%	% Targeted disabilities FY 2013	1.5%	1.3%	% Targeted disabilities FY 2012	1.0%	1.3%	% Targeted disabilities FY 2011	0.7%	2.0%
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Objectives	<p>Review of recruitment strategies, career development and promotion/career ladder opportunities and the declining retention of IWTD to determine what or if barriers exist and if so, develop training to enhance career development and create career ladder/upward mobility opportunities to increase hiring, promotion and retention of IWTD.</p> <p>A large focus has been placed on preparing managers/hiring officials and HR professionals to successfully engage in robust targeted recruitment and talent network building through continual awareness training/education. Managers and HR professionals are encouraged to continue to participate in a variety of focus groups, webinars, seminars and other training venues to increase knowledge and understanding of hiring flexibilities/authorities and how to integrate non-competitive hiring in workforce planning and recruitment activities in regards to increasing the participation rate of IWTD.</p>
Accomplishments	<p>DOI is dedicated to providing full and continuing employment opportunities, internship opportunities, advancement potential, and reasonable accommodations to IWTD and disabled veterans, especially 30% or more disabled veterans. In addition to providing full consideration for announced positions, DOI will seek to hire IWTD and disabled veterans using authorized special appointment authorities and targeted recruitment efforts. OHR will continue to promote the use of Schedule A hiring authority and will encourage all hiring managers to review qualified Schedule A applicants for all positions prior to the on-line publication of the vacancy.</p> <p>OCR will continue to make concrete steps to strengthen its approach to Section 508 and 504 compliance. The OCR Public Civil Rights Program (PCR) began a collaborative relationship with the Navy Expeditionary Combat Command (NECC) and the National Park Service (NPS) to make National Parks and recreation sites more accessible to individuals with disabilities. This is particularly important in light of the fact that the DOI must ensure that employees and members of the public are fully able to participate in events and recreation activities at the National Parks and public lands.</p> <p>DOI Office of Accessible Systems & Technology team demonstrated a variety of assistive technology products (ergo keyboards, smart phones, tablets, PCs and e-readers) at the DOI FY 2015 Multicultural Day event. It improved access to and visibility of the program.</p>